

Plan Highlights

KARUK TRIBE OF CALIFORNIA EMPLOYEES SAVINGS TRUST

Eligible Employees

- Employees who satisfy the eligibility requirements are eligible to participate in the plan.
- No employees are excluded by employment classification.

Eligibility Requirements

- There are no minimum age and service requirements. All employees are eligible to enter the plan on the next entry date.

Entry Dates

- For Employee Pre-Tax contributions employees are eligible to enter the plan on their date of hire.

Plan Contributions

The plan has the following types of contributions available.

- **Employee Pre-Tax Contributions** – You may elect to have the Employer contribute a portion of your compensation to the plan.

There is no minimum amount that you must elect to contribute.

The plan does not limit the amount of compensation that you can elect to contribute.

- Pre-tax contributions that are deferred from your compensation are subject to the dollar limit for the calendar year as provided by law. The maximum dollar limit applies to the aggregate of all amounts that you contribute to this plan and all of other 401(k), 403(b) and SEPs of this employer or any other employer during the calendar year. This limit may be increased from year to year. Please check with the Plan Representative on the limit for the current calendar year.
- Changes to your election to contribute will be governed by either your plan document or your employer's administrative policy.

- **Employer Non-elective Contributions** –The employer will make a contribution in the amount of 5% of compensation as required under the terms of the plan.

Vesting Schedule

- Employee pre-tax contributions are always 100% vested.
- Employer contributions are 100% vested immediately.

Account Information

- Participants may obtain account information (i.e. account balances, future investment elections, transaction history and loan information by calling the Interactive Voice Response System or accessing www.myretirementfuture.com via the Internet. Instructions on how to access your account will be provided shortly after your enrollment in the plan has been processed.

Loans

- The plan permits loans to participants from their vested account balance subject to approval by the Plan Administrator.
- The maximum loan amount is the lesser of 50% of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.00.

Rollover Contributions

- The plan does not accept rollover contributions from other plans.

Hardship Withdrawals

- Hardship withdrawals are allowed from the plan for financial hardship reasons as defined in the plan document.

The above information describes the basic provisions of your plan. You will also receive a Summary Plan Description (SPD) which contains more detail. If there are any discrepancies between the Plan Highlights and the Summary of Plan Provisions and the Plan Document, the Plan Document will govern.